

The CRITERION

Correctional Accreditation Managers' Association

April 2010

CAMA

CAMA was established in 1988 as a national organization representing professionals in adult corrections, juvenile justice, law enforcement and all related areas of the criminal justice system. If you are in the field of corrections or are interested in achieving accreditation through the American Correctional Association, CAMA is here to offer you assistance. To join visit mycama.org.



CAMA, an affiliate of the American Correctional Association, is committed to developing a better understanding of the accreditation process by promoting correctional standards, providing training as an avenue for communication and problem solving techniques related to accreditation.

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SEE YOU IN COLUMBUS

By Dave Taylor, Executive Director

On May 2, CAMA members will gather in Columbus Ohio for the 23rd annual CAMA conference. Attendees will be invited to "Discover Accreditation." It's a catchy theme for the conference, but you have undoubtedly discovered accreditation already. What the conference will allow you to do is discover new ways to improve the process that you have already undertaken. As I prepared for my first audit over 20 years ago, I didn't know many of the techniques that I know today. Thicker files are not better? Highlight? I became involved with CAMA well after that audit. I wish it had been the other way around. I'm sure those poor auditors would agree! This year's CAMA conference will include general sessions, 35 workshops, and those all-important social events where we make connections that we will use in times of need. There will be workshops for those who are just beginning the process and for those who have been accredited for years. You're never too experienced to learn something new.

A dozen or more vendors will populate our exhibit hall this year. Please stop by and see the products and services that they have to offer. Our vendors help make the conference possible, and they can help make your agency or facility better. The conference will feature a vendor reception and other food events in the vendor area. Vendors, like highlighters, can make your job easier.

The conference will feature two special pre-conference events this year. Golfers will have the opportunity to participate in a golf scramble on Saturday. Thank you to PortionPac for supporting this event! Others will participate in a day-long fire safety training event designed to enhance your credentials as a "qualified individual". Those wishing to enhance their professional credentials can sign up to take one of the ACA Certification Exams on Saturday as well.

This year's conference hotel not only offers great rates, but is close to many entertainment venues. Numerous restaurants, bars, and movie theaters are within walking distance of the hotel. Complimentary airport transportation is provided, as are many of the meals. The Ohio Host Committee has worked hard to keep this event affordable since many participants pay part of or all of their own way. Assistant Head Football Coach Darrell Hazell from THE Ohio State University will "kick off" the conference on Sunday morning, and Jack Hanna from the Columbus Zoo will entertain us at the Monday luncheon. The Sunday Accreditation Luncheon will recognize those agencies that achieved accreditation at the Friday and Saturday panel hearings. Registration includes luncheons, breakfasts, and social events.

Please visit our web site for information about registration, hotel reservations, workshops, Saturday events, and of course the welcome book contest. Entries can be shipped to the conference or brought with you. Winners will be announced at the Monday CAMA Awards Luncheon along with the Accreditation Manager of the Year and Linda J. Allen Memorial Scholarship winners.

I hope that you can "discover" a way to join us in Columbus. It is an event not to be missed.

ACA'S NEW STANDARDS & ACCREDITATION DIRECTOR

Kathy Black-Dennis, ACA's new Standards and Accreditation Director, chatted about her career and her vision for the standards and accreditation process.

A Family Connection to the Field

Kathy's "connection to the field" goes back to her childhood. One of her grandfathers was a correctional officer at the Kentucky State Reformatory in the early 1950s. Even though Kathy grew up living close to the reformatory, working in corrections was not on her radar until she went to college at Eastern Kentucky University. She majored in law enforcement and social work and planned to be a police officer until she realized many police agencies had height requirements she could not meet. After working one summer at the Kentucky Correctional Institution for Women, she turned her attention to the corrections field and has never really left.



Kathy Black-Dennis

The field of corrections is an integral part of her family. She met her husband, Gary Dennis, while working for the Kentucky Department of Corrections. Gary is now the Senior Policy Advisor for Corrections for the U.S. Bureau of Justice Assistance. Their daughter, Kate, is working on her master's degree in social work and works with families of the incarcerated.

A Long, Distinguished Career

Kathy has devoted more than 35 years to the field of corrections, working in adult corrections, juvenile justice, and community corrections.

After graduating from college, she became a correctional officer and then received the first of many promotions. While working as a CO, she also started working on her master's degree in corrections administration from Xavier University in Cincinnati, Ohio. She completed her M.S. in 1980. Kathy was the first female caseworker at a medium-security male facility in Kentucky. Her career in the Kentucky Department of Corrections spanned more than a decade and also included positions as unit director and Branch Manager of Planning and Evaluation. When an opportunity to be the superintendent of the maximum security juvenile institution for males became available, Kathy was tapped to re-open the facility. When the Kentucky Department of Juvenile Justice (DJJ) was created, the commissioner selected Kathy to be the Director of Quality Assurance, Community Grants, Education, and Programming.

During this time, Kentucky's juvenile system was under a federal consent decree. Much of the work Kathy was involved in was establishing policies and procedures and working to achieve or maintain ACA accreditation for the various juvenile facilities. Kathy relayed that she first started working with ACA standards in 1980 as a unit director in a new facility. "Every policy and procedure we wrote was with the goal in mind of seeking ACA accreditation."

Kathy's career with DJJ was divided into two phases. She also worked as a Corrections Specialist at the National Institute of Corrections Information Center in Boulder, Colorado. She provided technical assistance to the field and the general public, including students. Kathy recalled one phone call in particular. "I had just arrived at work when the phone rang. *A facility was in the midst of a disturbance and needed assistance.*" Fortunately, she was able to gather resources quickly and make referrals to help the facility manage the situation.

In addition to providing technical assistance, Kathy assisted in the development of the national training network, which involved identifying, assessing, and acquiring model curricula for the NIC library.

When Kathy retired from DJJ in 2002, she joined the faculty at the University of Louisville's School of Justice Administration. Kathy had taught for both the University of Louisville and Eastern Kentucky University as an adjunct faculty member and really enjoyed teaching on a full-time basis. When asked what she liked most about teaching, Kathy replied, "obviously, the students, but also the opportunity to show the students what an engaging, challenging, and rewarding field corrections could be." She mentioned that she still stays in touch with several of her students, continuing to write letters of recommendation as they pursue their education or careers. "It's so rewarding to see some of my former students as colleagues now," she said.

Joining ACA Staff

Kathy joined the ACA staff in 2006 as a training specialist and became the Director of Professional Development in 2007. A long-time member, she first became aware of ACA in 1975 and joined shortly thereafter, serving on various committees and conducting training for the Association while continuing her career in Kentucky.

"I think belonging to national associations is very important on both a personal and professional level. I attended my first ACA conference in 1975 as a student volunteer. I stayed a member because I enjoyed meeting fellow correctional professionals, staying current in the field through attending workshops and ACA's publication, *Corrections Today*. ACA was my association. This was the career that I had selected; this was the premiere group that represented people like me.

"Networking was, and is, very important to me, and one of the biggest benefits [of being a member of ACA] is the opportunity to network because no matter what you're going through in this business, you're not the only one going through it. Other people are going through the same things that you are. It really helps to have the opportunity to chat with people and learn from each other."

The Standards and Accreditation Process: A Vision

Kathy responded to questions about her vision for the standards and accreditation process.

Q: Why did you choose to become Director of the Standards and Accreditation Department at this point in your career?

A: I am honored to hold this position and will work very hard to continue the good work of the previous directors and staff. I have really enjoyed working at ACA and look forward to continuing in this new position. When I am conducting workshops around the country, I always ask the question, 'When you think of ACA, what pops into your mind?' The answer nine times out of ten is 'standards and accreditation.'

I think of being the Director as getting back to my roots. I consider this as coming full circle. In 1980, I was a unit director in a new institution. We were sitting on cardboard boxes in a warehouse writing our policies and procedures, looking toward being accredited by ACA. Seriously, we had a policy and procedure manual from the Oklahoma Joseph Harp Correctional Center in one hand and ACA standards books in the other, to make sure we were in compliance. At the time, Kentucky, like a lot of states, was going through a federal consent decree, so we were bound and determined that whatever we did, we were going to have our policies and procedures in line with the national standards.

Most of my career in corrections has been geared toward being in compliance with ACA standards in both the adult and juvenile system. Again, we [the Kentucky Department of Juvenile Justice] were under a federal consent decree and the entire department worked diligently to be in compliance with ACA standards. It worked, as we were found in compliance within five years. It was one of the last things Janet Reno did as Attorney General. She came to Kentucky and signed off on our compliance with the federal consent decree.

Q: Where do you see national standards heading?

A: We need to continue to move forward and see what the next level is for standards. Like the field, we need to stay current, which is why we are updating several standards manuals. I would like us to continue to build on our strong foundation and have more agencies and facilities come into compliance with accreditation. For those that are not accredited or certified, I want to encourage them to become accredited and to find out how we [ACA] can facilitate that. For those agencies pursuing accreditation or already accredited, I want to ensure that we continue to work with them so they can continue to achieve success.

Q: What important milestones have occurred recently with national standards?

A: One of the really important things that has happened in a very long time is the Core Jail Standards. They were piloted at the Mackinac County Jail in Michigan, which became accredited under the standards. These standards provide much needed guidance to the small jail. We are really hoping that these standards will help elevate jail practices. A lot of people and associations put in many hours of hard work to make these standards a reality. The Standards Committee approved the Core Jail Standards in August 2009, and then the Commission on Accreditation for Corrections decided to offer certification for compliance. We are receiving a lot of interest from small jails around the country in becoming certified under these new standards and, in fact, already have signed contracts. So I see this as yet another wave in the professionalism of our field.

Q: What would you like to say to CAMA members?

A: We really appreciate the work that people in CAMA do because they are our accreditation managers, they are our auditors, and we couldn't do it without them. I'm looking to continuing the close relationship between ACA and CAMA.

We have a lot of really dedicated people who put a lot of time into the standards and accreditation process. The commissioners of the Commission on Accreditation for Corrections and members of the Standards Committee work very hard. We also have very dedicated auditors who go out there and make sure that the standards are being adhered to by those agencies that are going through the process. We also have employees in correctional systems, both public and private, that spend a lot of time and effort ensuring the integrity of the process and doing the right thing. It's all about professionalism, doing the right thing, and providing a safe, secure environment for the staff, offenders, and the public.

I also want to say that not only the Standards Department staff but also the entire ACA staff are here for you, our members and partners in the accreditation process. The Standards Department team is a hard-working team that strives to provide quality and timely service and assistance to the field. Let us know how we can continue to serve you. The Standards Department has a strong foundation and I hope as a team, we can continue the work of professionalizing our field. I am really looking forward to meeting more of our partners in this process and renewing some old friendships!

Director Kathy Black-Dennis can be reached at kathyd@aca.org or (703)-224-0070.

"Integrity without knowledge is weak and useless, and knowledge without integrity is dangerous and dreadful." Samuel Johnson

In Memory to Fred Allen

By Jeff Rogers - President-Elect

I always suspected Fred Allen was more than he appeared in person and unfortunately it took his passing for me to really learn this. He was a Super Hero to his kids, grandkids and countless other people who were fortunate enough to come into contact with him. I met Fred in a business relationship through my job as ACA Accreditation Manager for the Kentucky Juvenile Justice System in 1988. Little did I know at that first meeting that this man would come to be my superhero as well?

Of course, I didn't know he was a superhero at the time because he disguised his true identity as all Super Heroes do. I only came to think of him in this capacity after I began thinking about the impact he had on my career and life. We were working together for the common good of juvenile delinquents, and I was grateful for the opportunity to learn from the best even if it was for only a few short years. I experienced as a state accreditation manager approximately 100 audits. I transported auditors from all over the USA during my first 10 years. I made many friends along the way, but none closer than Fred Allen.

I don't have a lot of recollection about other auditors, but I remember every trip Fred made to Kentucky. I will never forget the time he stayed at my house on a Saturday night. We awoke to a couple of inches of snow. We were watching a pro football game when I realized Fred was nowhere to be seen. Finally, I look outside and Fred is shoveling the snow from my driveway. By the time I got outside, Fred was finished with my driveway which was at least 50 feet long. For the rest of that trip Fred told everyone of how the "old man" had to shovel the young whippersnapper's driveway. Fred was 77 then. He took great joy in telling anyone who knew me this tale, and I laughed as hard as anyone every time he told it. I was proud of that encounter, because it occurred with Fred.

One time he came out of the room where he was reviewing ACA files and had a placard someone had left in the file for his eyes only. The placard read "ACA Sucks". He never missed a beat and said, "Well I guess everyone here is not enthused about ACA". Then there was the time we shared moonshine the night before an audit, and the time we drove the back roads to West Liberty, Kentucky and the time..... I could go on and on with Fred's visits because each one had an impact on me and the countless other staff members and residents we met during the audits.

After Fred no longer conducted accreditation audits, we stayed in touch through emails and phone calls. I was lucky enough to audit his old facility, the Allen Residential Center in South Kortright, New York. My first reaction when learning of being chosen to conduct the reaccreditation audit was to call Fred and tell him I was chosen. I felt like I was auditing an icon and I couldn't wait to see him again. Fred's facility was everything I imagined. As soon as you walk into the entrance way there is a big portrait of Fred and Irene his wife of over 50 years.

Fred was a big teddy bear, gregarious to a fault and so full of life. He never seemed to have a down moment. He found the good in everyone and made you feel as though you were important in everything you said and did. He inspired confidence. He was a leader of men, a care taker of children, and a true friend of mine. I will miss Fred Allen, a true Super Hero.

"The correction of silence is what kills; when you know you have transgressed, and your friend says nothing, and avoids your eye."

Robert Louis Stevenson

Famous Quotes

"I don't like jails, they have the wrong kind of bars"

Charles Bukowski

"The penalty for laughing in a courtroom is six months in jail, if it were not for this penalty, the jury would never hear the evidence."

Edward Koch

"In England, if you commit a crime, the police don't have a gun and you don't have a gun. If you commit a crime, the police will say "Stop, or I'll say stop again""

Keith Richards

"A good Judge conceives quickly, judges slowly"

Author Unknown

Denver Sheriff's Department Attains Re-Accreditation After 10 Years

Deputy Everett Vonner, CCO, CJO - Accreditation Officer

The Denver Sheriff's Department completed a major journey with attaining re-accreditation of the County Jail after not having it for ten years. The initial accreditation of the County Jail was awarded on August 09, 2009. A lot of hard work and focus on staff's professionalism and dedication guided the County Jail to reach the goal that seemed impossible, with age of the facility (1953) and the physical plant layout.

Accreditation means that staff work in a safe and constitutional operated facility, and that inmates that are processed, housed, watched over, have proper medical and mental health care. It also shows that the department has professional staff supervising the sentenced and pre-trial offender. The road to accreditation began with the focus on collection of quarterly documentation.

The Department was audited with the Fourth Edition Adult Local Detention Facility manual, which has seven parts in the areas of Sanitation, Housekeeping, Medical and Mental Health Care, Training, Physical Plant, Administration, and Environmental Conditions. The rating was 94.3% compliance with the non-mandatory standards and 100% compliance with the mandatory standards. Even though the initial audit was held June 08 to June 10 of 2009, where we were recommended for accreditation, there was also a technical visit/mock audit that was held March 9 to March 11 of 2009. Even though there was not a rating, the visiting committee was very impressed on the operation and staff's participation in daily duties dealing with our population. All the mandatory standards must pass to ensure an audit continues, rather mock or actual, so it was very important when the Department was recommended for re-accreditation after not being accredited for so long.

Compliance with the standards re-affirms the Department's mission and goals, and it shows that the Denver Sheriff's Department is one of the best organizations to be a part of. ACA standards are guidelines and the framework of our Department Orders, Post Orders and Procedures, that staff must focus on and adhere to.

The Denver Sheriff's Department voluntarily gave up the accreditation in 2001, due to the cost of re-modeling of the facilities and the loss of a bond issue for a new jail. However, in 2005 the voters of Denver approved a new measure for citizen who may become incarcerated to be able to be managed in a new state of -the-art facility in downtown Denver a 1500-bed facility, and for the current County Jail facility to be remodeled and a new 256-bed unit constructed. These new endeavors and the consistent dedication of staff has ensured that the Denver Sheriff Department continues to march to the beat of maintaining a safe, and secure, facility, that has re-entry programs available for our clients.

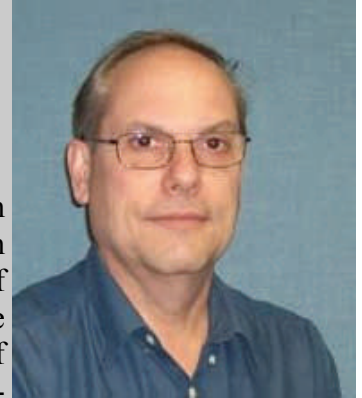
In closing, this shows a visiting committee inspections team, that when there is a standard of any kind, the Sheriff Department does not just meet it, we want to exceed it to ensure that the organization is a cut above the rest when it comes to jail management and operations when it comes to the offenders we are responsible for. From the arena of arrest, booking, housing, and ensuring there is proper medical and mental health care. Quality of life, safety and sanitation is foremost importance when it comes to maintaining the standards for our accreditation cycle, which is August 10, 2009 to August 09, 2012. Therefore, in closing the year 2009, does not end with receiving the award, it is the beginning of an era of ensuring that staff will maintain it until the time for re-accreditation, which shows the importance of such and award.

Leaving a Paper Trail:

In Hickory North Carolina, cops were able to solve, in record time, the mystery of the two cash registers purloined from the Captain's Galley restaurant. Their big break came when they discovered a trail of white register tape. They followed the register tape into an apartment where they witnessed the thief attempting to crack the registers open.

"Preserving Correctional History; Louisiana DOC and Hurricanes' Katrina and Rita"

By Michael D. Wynne



When Hurricanes' Katrina and Rita hit the southeastern and southwestern parts of Louisiana in August and September of 2005 respectively, everyone in Louisiana was directly, or at least indirectly, affected. The Louisiana Department of Public Safety and Corrections (LDPS&C) proverbially "came to the rescue" for the rescue and recovery for the people living in the heaviest hit portions of Louisiana. The LDPS&C was no stranger then to preparing for and responding after a hurricane's passage, but LDPS&C faced unimaginable efforts in 2005 to help the citizens of Louisiana towards their response to the tragedies and the turmoil caused by the hurricane's record-setting devastation.

Four years later in 2009, the participation by individual staff members of LDPS&C was then but a memory, and the memory was clearly beginning to fade. LDPS&C staff was gradually retiring and the subsequent arrival of later hurricanes, such as Ike and Gustave, were blurring the clarity of what the LDPS&C staff had performed, and when their actions took place.

LDPS&C decided that it was time to record and save the history of LDPS&C's massive undertaking by its employees as a whole, and individually. A representative of LDPS&C, by their own initiative, contacted various historical preservation organizations around Louisiana with the idea of having that selected organization conduct oral history interviews with representative staff, both current and retired. The organization that was eventually selected was a private, professional historical archives and museum that was headquartered in New Orleans. Through a stroke of luck, that organization was in the beginning stages in the process of conducting interviews with first responders to the devastated areas affected by Hurricane Katrina. These interviews would eventually be conducted, and a typed transcript would be prepared by the organization, all at no cost to LDPS&C. Each staff member would be interviewed, and their interview was digitally recorded by the preservation organization. Simultaneously, LDPS&C also recorded the interviews by digital video. The interviews of almost 200 staff members including the former Governor of Louisiana, who had served in 2005, took 12 months to conduct. This required the interview team to travel to every region of Louisiana to meet with the interviewees at designated LDPS&C sites during the 12 months. The outcome of the interviews was an incredible and fascinating collection of history of the LDPS&C staff from their individual participation and personal impact perspectives. The interviews ranged from the Tact Team that evacuated the prisons that were submerged in flood waters, the staff at the prisons conducting Intake of the prisoners who were moved from the affected areas, to Probation and Parole staff who guarded fire stations and triage units. The collection of interviews is now being reviewed and edited for a planned film documentary, and later to be published in book form.

Often correctional agencies shy away from the preservation of their invaluable work history, even of their own noteworthy or heroic efforts in the face of disaster. The LDPS&C not only has faced its own monumental challenges caused by the frequent visit of hurricanes and their destructive aftermath on Louisiana soil, but has decided to promote and preserve a record of its heroic efforts for posterity.

If any other correctional agency is considering a similar response, please feel free to contact LDPS&C (or myself) for tips to initiate this venture.

MENTORSHIP

By Dave Haasenritter, CAMA President

“Mentor,” “Mentoring” and “Mentoring Program” are common words used freely by many professionals. It is a buzz word, yet it is so misunderstood and not used to its fullest potential. Many claim to have mentors or are mentors to others. Do they, are they? Mentoring or a mentorship program is beneficial to individuals but is important to our profession for it ensures our future leaders have been provided the knowledge to carry on our profession. We all should have a mentor, and at some point in our career, we should be mentoring others.

The Merriam Webster online dictionary defines mentor as “a trusted counselor or guide, tutor, coach.” A mentor facilitates personal and professional growth in an individual by sharing the knowledge and insights that have been learned through the years. A mentor facilitates growth by teaching, motivating, coaching, and guiding. A mentor must share knowledge and experiences, provide positive and constructive feedback, and help set realistic goals.

A mentoring or mentorship program is a process or relationship where a more experienced professional takes under his wing and provides guidance and advice to a junior professional in order to foster growth in the junior professional. In some cases mentoring begins when a junior professional (mentee) asks a senior professional (mentor) to be a mentor, or vice versa. They informally agree to a professional relationship. Some organizations have established formal mentoring programs, requiring senior professionals to be mentors to junior professionals. Regardless, mentoring requires informal communication, usually face-to-face, and during a sustained period of time.

I have had good and bad experiences with mentors. When I first joined the Army, an Army officer pulled me aside, informed me he was going to be my mentor. He informed me I should never work nuclear security, serve as a company commander for 18 months, and never work corrections. I never saw or heard from that officer upon completing the military police officer basic course. Well my first assignment was a nuclear security unit, I served in command the first time for 35 months, and I did a little corrections in the last twenty years. I did not have a mentor, but someone who made a statement. I was successful despite doing all those things I was told not to do, but only because of true mentors I had throughout my military and now corrections career.

Over the years I have learned some simple rules of mentoring. My best mentors have followed them and I hope I have done the same.

There is no “I” in mentor. Being a mentor should not be about you the mentor but rather the mentee or protégé. Mentors should be humble. Mentoring establishes a legacy. Do not exploit those you are mentoring for your personal gain. One mentor of mine, Jo Ann Morton, exemplifies this rule. It has never been about her, but always about her protégés. She has truly sacrificed for our growth, but now her legacy will live on and our profession will be better for it. Exploiting one’s mentee or only being about I, creates problems in the relationship and mentorship.

Trust and Confidence. This rule goes both ways. There must be a relationship of trust and confidence. Both mentor and mentee must trust one another and feel confident they can openly share mistakes, failures, weaknesses, and lessons learned without fear of it becoming common knowledge. Without trust and confidence the relationship will be shallow and will not reap the full benefits of mentoring.

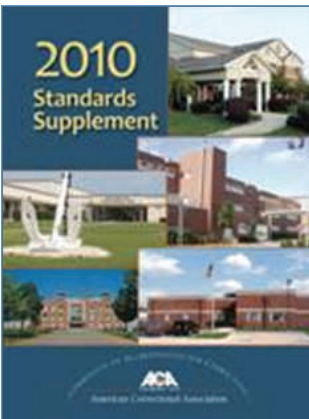
Listen, ask questions, do not just provide the answers. Mentoring is more than just providing the answers to a mentee’s questions. If a mentor simply provides the answers to a mentee’s questions, there is no learning and growth. A mentor will not always be there for the mentee. It is easiest to just provide the answer, but mentors must become good listeners, ask probing questions, ask questions that lead the mentee to

discovering the right answer on their own, and sometimes be the devil's advocate. The mentor should challenge the mentee intellect. There will be times the mentor can simply provide the right answer, but it should not be often. Remember mentoring is supposed to foster growth.

How does one find a mentor? Look around you at work. Is there an individual whom you admire and respect? Someone who has always impressed you with their insight and perceptiveness? It maybe your boss or your boss's boss, it could even be the older individual who isn't currently a top executive in your organization, but who you know has lots of experience and wisdom.

How do you find someone to mentor? Again look around your work, is there a young individual with a lot of potential and drive? It could be someone who someday you would want to replace you. It could be someone you think with the right guidance could be in charge of the organization.

In our profession, we need mentors. You cannot learn corrections from a book, whether you work in a prison, jail or community corrections. You must learn through experiences, yours and just as important your mentor's. We must invest in our profession's future. We must seek out mentors, and we must someday be a mentor to continue the professionalism of our profession.



NEW STANDARDS SUPPLEMENT AVAILABLE

The *2010 Standards Supplement* is now available. The supplement updates ACA's entire collection of adult and juvenile standards manuals with every addition, deletion, revision and/or interpretation approved by the ACA Standards Committee and the Commission on Accreditation for Corrections through August 2009. Changes from past supplements are incorporated. A summary of changes is included to allow users to quickly identify which changes affect their operations. In addition, the supplement includes guidelines for institution security levels, classification, and the control and use of hazardous substances, as well as technical guidance for health care outcome measures and a glossary of terms. (2010, 384 pages, 978-1-56991-318-5)

The supplement, item #577, is \$48 for ACA members and \$60 for nonmembers. You can order copies of the supplement by calling 800-222-5646, ext. 0129.

Great Leaders are always great simplifiers, who can cut through the argument, debate and doubt, to offer a solution everybody can understand.

UPCOMING EVENTS

May 2 through May 4, 2010 — CAMA Conference, Columbus, Ohio

May 23 through May 27, 2010 — American Jail Association Annual Conference, Portland, Ore.

June 26 through June 30, 2010 — National Sheriff's Association Conference and Exhibition, Anaheim, California

July 30 through August 04, 2010— American Correctional Association Conference, Chicago, IL.

August 15 through August 18, 2010— American Probation and Parole Association Conference, Washington D.C.

September 19 through 22, 2010— Women Working in Corrections and Juvenile Justice Conference, Denver, Colorado

October 1– through October 13, 2010— National Symposium on Juvenile Services, San Antonio, Texas

If you know of Upcoming Events that would be beneficial to Accreditation Managers, please email me with the information at lemonsic@fcsu.us so I can publish the information in the Criterion.



Effectively Meet ACA Training Standards Online



Complying with ACA Standards

Providing training to staff at an agency or facility is not only a critical part of effective operations but also key to complying with ACA standards. Achieving high performance from employees also depends upon providing quality training programs. Even with budget crises, funds need to remain allocated to training departments.

Online training is one of the most successful and affordable methods for providing high quality training and how best to “do more with less.” Online training costs less than traditional learning and allows more staff to be trained for fewer dollars without impacting quality. A recent study by the U.S. Department of Education stated, “*students who took all or part of their class online performed better, on average, than those taking the same course through traditional face-to-face instruction.*”

It has also proven to be a more consistent form of content delivery. Even when trainers use the same lesson plans, delivery of the training varies from class to class simply because no two people are alike. Online training provides the same training to staff—there are no obvious or subtle differences.

In addition, online training saves time. It solves the geographic barrier problem because staff can take courses at various locations without traveling. There is no limit to the number of participants or time restraints as to when the training can be conducted. Online training effectively gathers staff and trainers at their convenience to access required training.

ACA’s Online Training

ACA’s Online Corrections Academy (OCA) has developed an online training program for corrections professionals. OCA offers all the benefits of web-based training to meet the training needs and requirements for staff at all levels, including health staff.

We have the ***largest catalog of online training for adult corrections and juvenile justice*** that continues to grow. Our courses are developed by professionals who have extensive knowledge and experience in the course topics. Our library is divided into the following categories:

- Safety/Security and Offender Management
- Medical
- Mental Health
- Special Needs Offenders
- Mental Health Professionals
- Medical Professionals
- Supervision and Management
- Workplace Issues/Human Resources
- Computer Skills

All OCA courses qualify for ACA accreditation and recertification, and many of them qualify for continuing education for medical and behavioral health professionals.

Blended Learning: The Best of Online and Classroom Training

Combining classroom training with online training offers a blended learning solution that meets the unique needs of the correctional field. Online training provides cognitive skills, while classroom training provides

Our E-Learning Solutions

OCA helps agencies and facilities centralize their training programs through a web-based system. All documentation can easily be maintained in one location, staff progress can be monitored on a daily basis, and reports are readily available to record completion of training.

We have 3 E-learning Solutions to fit the unique needs of correctional facilities/agencies.

- 1) Individual and bulk purchases
- 2) An organizational package—subscription to our course library and access to a learning management system that enables facilities/agencies to automate their training, add their own courses, and incorporate policies and procedures
- 3) A license to our course content, for those facilities/agencies who have their own learning management system (all courses are SCORM compliant)

Explore Our Solutions

Schedule a **free webinar** to learn more about our organizational solution, request a review of our course library, or discuss the standards crosswalks. Contact Diane Geiman, Online Corrections Academy Manager, at 703.224.0167 or dianeg@aca.org. Be sure to visit the Academy at the ACA website:

www.aca.org/onlinecorrections.

Online Corrections Academy programs are offered in partnership with Essential Learning, the leading provider of online training for human service organizations.

The Present

Imagine life as a game in which you are juggling some five balls in the air. You name them – Work, Family, Health, Friends and Spirit and you're keeping all of these in the air.

You understand that work is a rubber ball. If you drop it, it will bounce back. But the other four balls of Family, Health, Friends and Spirit are made of glass. If you drop one of these, they will be irrevocably scuffed, marked, nicked, damaged or even shattered. They will never be the same. You must understand that and strive for balance in your life. How?

- **Don't undermine your worth by comparing yourself with others. It's because we are different, that each of us is special.**
- **Don't set your goals by what others people deem important. Only you know what is best for you.**
- **Don't take for granted the things closest to your heart. Cling to them as you would your life, for without them, life is meaningless.**
- **Don't let life slip through your fingers by living in the past or for the future. By living your life one day at a time, you'll live all the days of your life.**
- **Don't give up when you still have something to give. Nothing is really over until the moment you stop trying.**
- **Don't be afraid to admit that you are less than perfect. It's this fragile thread that binds us to each other.**
- **Don't be afraid to encounter risk. It's by taking chances that we learn how to be brave.**
- **Don't shut love out of your life by saying it's impossible to find. The quickest way to receive love is to give. The fastest way to lose love is to hold it too tightly. The best way to keep love is to give it wings.**
- **Don't run through life so fast that you forget not only where you have been but also where you're going.**
- **Don't forget that a person's greatest emotional need is to feel appreciated.**
- **Don't be afraid to learn. Knowledge is weightless, a treasure you can always carry easily.**
- **Don't use time or words carelessly. Neither can be retrieved.**
- **Life is not a race, but a journey to be savored each step of the way.**
- **Yesterday is history.**
- **Tomorrow is a mystery.**
- **Today is a gift, that's why we call it – The Present.**

WHAT ACCREDITATION CAN DO FOR YOUR AGENCY?

By Lonnie Lemons – CAMA Editor

When I began working as the Policy and Procedures Officer for the Forsyth County Sheriff's Office over three years ago, I was unaware of the benefits of accreditation and how accreditation could help our agency. Though our agency had policies and procedures in place, we had a lot of work to do in order to become what I would consider the most professional and consistent agency. Many times all of our supervisors were doing things differently, had different expectations for officers under their supervision and officers were confused about what they were suppose to do and how they were to do it.

I can remember many years ago a lieutenant was fussing at the entire shift of 40 plus officers because we were not consistent in doing our jobs. She said that the officers assigned to each shift were all doing things differently. This lieutenant then asked if anyone had anything they would like to say. It was probably not one of the smartest things that I have done in my career, but I could not help myself. I said that I did have something I would like say. I told her, "how can you fuss at us and expect us to be consistent if you and the other four lieutenants were not consistent with each other?" I explained that consistency starts at the top not the bottom and works its way down, not up. I had many fellow officers that later told me how crazy I was for standing up and saying anything, but I could not continue to sit there and listen to her. This lieutenant had quite a reputation for being very loud and vocal. It was her way and nothing else mattered. She later became the person that wrote our policies and procedures. She wrote what she thought we should do, not what worked. She retired and later returned as a volunteer. She was very surprised to find that I was the new Policy and Procedures Officer.

I remember when I was called to the Director's Office and informed I was getting this position. One of my first questions was, "Are we going to pursue ACA Accreditation?" The Major informed me that he wanted us to achieve ACA Accreditation, but the Sheriff wanted us to obtain accreditation through the Commission on Accreditation of Law Enforcement Agencies (CALEA) first. So, for the past three years we have worked toward obtaining CALEA Accreditation. During this time I continued working at guiding the Detention Center towards ACA Accreditation.

Over the past three years I have seen a lot of changes in our agency due to the accreditation process. It has taken a lot of hard work and patience to educate the staff about accreditation and how it impacts them. When we started working on achieving accreditation, we had to get our line staff on board first. If they don't see the advantages of accreditation, they will never do what it takes to achieve accreditation. I spent a lot of time training and educating staff on how accreditation would positively benefit them.

Accreditation has helped us to change our agency in many ways.

North Carolina is a work-a-will state and the Sheriff can fire an employee just because he didn't want them working there anymore. With agreeing to become accredited, the Sheriff had to implement policies that gave guidelines for hiring, disciplining and firing staff. Accreditation gave our staff job security which in this tough economy eased the mind of employees as a result of the implementation of accreditation standards.

Administration, supervisors and line staff do their job in a more consistent manner because of better policies and procedures which are guided by the ACA and CALEA Standards. The ACA and CALEA standards are a big part of what has helped our agency in becoming more consistent.

The inmates, staff and citizens all are better served because of the implementation of accreditation standards, our policies and procedures. Employees perform their jobs in accordance with the policies and procedures that were developed to meet the standards, laws and regulations. Does accreditation fix everything? No, but it has helped establish clear standards and guidelines for the employees working for our agency.

One of the most important benefits of accreditation comes from the reduction in liability risk. Correctional agencies, which are accredited through ACA, have significantly less risk in regards to law suits. We are all aware that many people are just looking for a way or reason to file a law suit. If you have been involved in corrections or law enforcement for several years, chances are you have been sued, were mentioned in a law suit or know someone who has been sued. Agencies which are accredited and their staff members reduce their risk of being sued because they meet or exceed nationally recognized standards. I often tell our staff that accreditation is an insurance policy that they will never pay for, but it can save them everything they have worked for.

When employees ask why our agency is seeking to be accredited I explain that the best agencies are accredited. When choosing a hospital, do you choose an accredited agency or one that did not meet standards? Obviously, one would choose the accredited hospital because they have meet specific standards which go above and beyond what is required. The accredited hospital would have better services, better trained medical professionals and be better prepared.

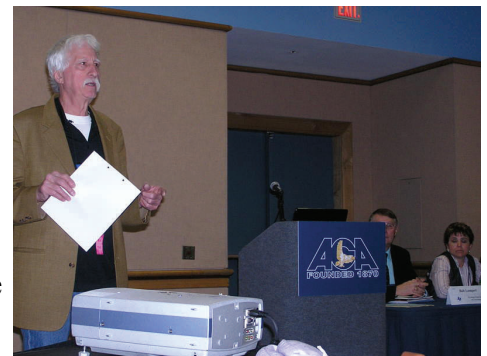
Employee retention increases, because employees are happier working for an accredited agency which has a better working environment. Most people want to work for an agency that cares enough about itself to do whatever it takes to continuously improve. Employees have more pride in their job and their agency.

As we have gone down the journey of accreditation, staff started seeing the benefits of accreditation and many have said this is what we should have been doing all along. However, there were no guidelines, standards or other requirements previously established.

Now let's talk about one factor that should always be considered, especially during these days of budget struggles. **MONEY!!** If your agency is or has considered accreditation through ACA or another accrediting agency, you have looked at the cost related to accreditation. I recently had the Risk Manager look into the cost of our insurance with and without ACA Accreditation. I was extremely surprised to find the agency will save approximately \$10,000.00 dollars a year over the cost of achieving and maintaining ACA accreditation. How can accreditation save an agency money? It requires the agency to implement standards which reduce the risk factors associated with lawsuits. Does this mean we can't be sued? No. Agency policies and procedures which are developed as a result of meeting accreditation standards reduce my risk of being sued as well as other employees.

CAMA AND STUDENTS: WHY BOTHER?

The last issue of the Criterion featured two articles advocating a compelling rationale for partnerships between CAMA and students, especially ACA student chapters. Perhaps because no specific details were provided, some concerns arose at the January, 2010, ACA conference about the relevance of CAMA, which trains professionals to audit and accredit criminal justice agencies, to students, who are not yet professionals, and who are not yet qualified for, or unlikely to participate in, agency audits. Because the concerns were expressed by those supportive of students and well-versed in CAMA procedures, the concerns are well-taken. Here, I offer the next steps with a more concrete rationale for and implementation of a CAMA/Student partnership.



Many of us believe that one way to understand corrections and related agencies requires understanding the history, philosophy, content, and implementation practices of standards. Because corrections is a broad interdisciplinary field that incorporates diverse agencies, understanding the interplay and overlap of agency standards helps both professionals and students better recognize the nuances of underlying issues. CAMA professionals know this. Most students do not. Therefore, CAMA is an ideal forum for educating students.

There are, of course, many ways to involve students in CAMA. Students' first-hand introduction to an agency generally comes from agency tours, internships, for the more advanced--agency (especially prison) monitoring with watchdog or similar organizations and employment. CAMA can help prepare students for these experiences. Here are a few typical examples drawing from my own experience at two Illinois universities.

AGENCY TOURS: Many college classes include a tour of courts, correctional facilities, half-way houses or re-entry programs, and probation agencies, among others. Tours provide students with the opportunity to see how an agency operates, learn from line staff and administrators, and compare what they see in practice with what they learn in their texts and lectures. Unfortunately, students are rarely fully prepared for what they see, and lack sufficient background for fully grasping why they see what they see. Better preparation would lead to increased recognition of the complexity of criminal justice agencies, which students then share with peers and others in the community.

INTERNSHIPS: Virtually all colleges and universities provide an option for a student internship experience. Although some of the students' choices are influenced by a prior agency tour, too often students are unprepared for full investment in the internship. One of the biggest complaints I have heard from agencies is that students come into the internship blindly, and too much time is wasted in remedial catch-up. They suggest that if students had a better understanding of the background of the organizational rationale for agency procedures even if for a different agency--it would facilitate integration of the intern into the agency.

AGENCY MONITORING: In some states, such as Illinois, there exist separate independent agencies charged as "watch-dogs," community-citizen observers, or committees responsible for monitoring and reporting on agency procedures. Some of these are informal, some formal. As one example in Illinois, the John Howard Association, a prison watch-dog agency that I have been involved for 30 years, works cooperatively with the Department of Corrections to inspect prisons. Serving as interns and volunteers, participants monitor prisons, contribute to official reports, and recommend best-practices suggestions. However, there is little training for the experience, knowledge is often ad hoc and general at best, and too often the participants are clueless about what to look for or why.

EMPLOYMENT: Finally, many students will apply for positions in criminal justice agencies that either directly or indirectly are affected by accreditation issues. Especially for those for whom the targeted agency is their first experience, a broad prior knowledge of standards provides a useful background. For those with prior immersion in an agency, an overview of standards facilitates their experience by letting them know what they are getting into and by giving them an initial look into organizational processes. A strong background in the rationale for standards and accreditation can be especially useful during an interview in giving them the tools to field questions, avoid the appearance of being "just another naive college kid," and reduce the training time which can in turn can contribute to adjustment in learning the position in the early stages.

CAMA'S ROLE

Because of its role in training auditors, its diversity of fractioned specialties, the diversity of agencies with which it is involved, and the extensive networks it reaches, CAMA is ideally situated to provide students with an enhanced educational experience. This broad range of expertise and experiences can be crucial to students, especially those who might not be majoring in criminal justice. Here a few of many strategies that coincide with the mission both of CAMA and colleges that could benefit both.

First, CAMA can offer online teaching resources to students and teachers that contribute to the understanding of accreditation and standards. Online conference papers and PowerPoint presentations would be one first step in making these issues more visible by providing a repository for class exercises, papers, and workshops. A CAMA blog or discussion group, or even twitter, could easily be integrated into class projects. A CAMA-student homepage link perhaps facilitated by the ACA's student chapters would also expand visibility.

Third, CAMA could aggressively partner with schools to offer guest speakers for classes or local workshops and conferences. Some CAMA members have informally offered to do this, but a more visible list of speakers and topics could make faculty and students more aware of the resource. This could be done in conjunction with projects, such as online forums, to make professors more aware of CAMA as a resource. In my classes, I use an online threaded conferencing system to discuss issues for which we have no time in class. "Guest speakers" from CAMA could log in and participate in relevant discussions that would enrich discussions for instructors who use this type of format.

Fourth, student members of ACA student chapters could be given student memberships. This would allow them to receive electronic information, make them aware of The Criterion, and keep them abreast of conference and related activities. Logistically, this could be done in conjunction with ACA Student Affairs Committee (ACA-SAC) subscription information.

Fifth, a CAMA student affairs committee could develop ideas in conjunction with the ACA-SAC. Although there are many ways this could be implemented, one is to combine the ACA-SAC and a CAMA-SAC to develop overlapping interests.

Sixth, in addition to the gracious invitations and reduced registration fees at the May CAMA conferences, some of the joint activities might be run during ACA conferences. One problem that hinders student participation in May is the overlap with final exams and graduation. Also, a May conference closely coincides with the ACA's August conferences, which makes it difficult for students to attend both.

Finally, one of the most important ways that CAMA can interact with students is to hang out with them at conferences. The current initiative to explore a CAMA/Student connection occurred by chance: Several CAMA officers and members socialized with ACA-SAC students. The students were excited and motivated by the interaction, attended a CAMA business meeting in Orlando, and they became eager to explore further ways to connect. This interaction could include placing a CAMA representative on the ACA-SAC. As glib as it sounds, perhaps the most effective way to demystify the professional separation between students and professionals is over drinks or dinner.

Space constraints prevent elaboration of these issues or adding others. But, this preliminary sketch provides just a few examples of why a CAMA/student connection benefits both, and offers several ways to begin implementing the connection. Like any successful marriage, this one also requires patience, energy, commitment, and labor. But, also like any successful marriage, the rewards are immeasurable. Implementation would occur over time, perhaps years, and there would be the usual failures. However, even if partially successful, the benefits make the effort worthwhile.

Jim Thomas
Distinguished Teaching Professor
Northern Illinois University
Visiting Professor, University of Illinois, Chicago

Dumb Fraudulent Tax Refund

No one likes tax time except Uncle Sam. However, here is someone who tried to get back and then got caught.

Marlon Moore of Miami filed a fraudulent tax return, and the IRS promptly sent him a \$10,000.00 refund. After cashing the check he wondered, Why not try my luck again?, and he sent in three more tax returns. But even the IRS got suspicious when they cut him another check for several thousand dollars. Needless to say, the IRS investigated and Mr. Moore was arrested. He pleaded guilty to cashing the \$10,000.00 check.

Meet The Newly Elected CAMA Board

President-Elect Tami Williams (Colorado)

Tami began her career with the Colorado Department of Corrections in 1990. She worked closely with the Accreditation Manager for seven years. She then served as an Accreditation Manager for a close custody facility for seven years. Her next endeavor was working with clinical services for two years as an Accreditation Manager developing systems and processes to meet the new performance based standards and outcome measures. She was promoted to the Accreditation Administrator for the department in October of 2006 where she is currently assigned. Tami has been involved in CAMA for over 10 years. She was on the host committee and helped plan the CAMA conference held in Colorado. She is currently the Central Regional Director where she has served for the past four years.



Secretary Hal Perry (South Dakota)

Hal is retired from the US Air Force and is a certified ACA Auditor. He has spent the past nine years as the Accreditation Manager and Human Resource Officer for an 85 bed residential re-entry center that has a contract with the Federal Bureau of Prisons. Hal has served as supervisor of the electronic monitoring program in this facility that manages between 75 -100 individuals who live in the community while wearing monitoring devices on their ankles. Hal retired in April of 2009 and was immediately appointed to the Board of Directors of the facility where he worked for nine years.



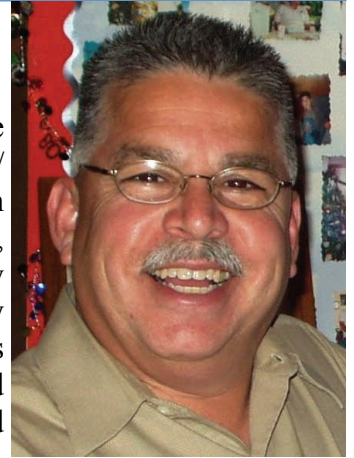
Treasurer John Johnson (Florida)

Lieutenant John W. Johnson has nearly a decade and a half of correctional operational, inspection and accreditation experience. Presently, he serves as the Accreditation and Inspections Bureau Manager (AIBM) for the Miami-Dade Corrections and Rehabilitation Department, the seventh largest correctional agency in the nation. As the AIBM, Johnson is charged with ensuring departmental conditions of confinement and custody services adhere to federal, state and local regulatory standards. Concurrently, Lieutenant Johnson has achieved and maintained professional certifications via the Florida Corrections Accreditation Commission (Assessor), American Correctional Association (Auditor) and the American Jail Association (Jail Manager). More recently, he has been appointed to the AJA Board of Directors, attained candidacy status with the Florida's Certified Public Manager program and has successfully completed the Nova South Eastern University's Executive Leadership Certification program. Lastly, his academic achievements include a Bachelor of Public Administration (Barry University, 2003) and a Masters Degree in Business Administration (Florida Atlantic University, 2004).



Western Regional Director Ray Perez II

Raymond Perez II, is 55 and native of California. He worked with Tulare County Probation Department in Visalia, California as a juvenile corrections/probation officer for approximately four years. Transitioned to adult corrections in the private sector and has been employed with Turning Point of Central California, Inc. for approximately 27 years. He is currently serving in the position of Deputy Regional Administrator with management responsibility of numerous community corrections and offender employment training programs provided through contracts with the Federal Bureau of Prisons, California Department of Corrections and Rehabilitation, U. S. Probation Office, United States Pretrial Services Agency, and the Tulare County Workforce Investment Department.



Raymond received certification as an Addiction Specialist and Recovery Program Manager. He is a member of the American Correctional Association (ACA), Correctional Accreditation Managers Association (CAMA) since 1988, International Community Corrections Association (ICCA), California Association of Addiction Recovery Resources (CAARR), and the Forensic Mental Health Association of California (FMHAC). He received a Bachelor of Science degree in Criminology from California State University-Fresno.

Central Regional Director Theresa Grenier (Kansas)

Theresa began working for the Department of the Army, U.S. Disciplinary Barracks in 1985 and is currently serving as the Accreditation Manager for the facility. In 2005 Theresa became the first Department of Defense civilian employee to pass the Certified Corrections Supervisor exam. She also received the "Best of the Best" award for her "Outstanding Contributions to Department of Defense Corrections" and was the recipient of the CAMA Linda J. Allen Memorial Scholarship in 2005. She was appointed by the American Correctional Association as an Auditor and a Proctor for the Professional Certification exams. Theresa received the CAMA Executive Board Award in 2009 for her support to CAMA. Theresa has been the Secretary/Treasurer for the Military Corrections Committee since August 2005. Theresa has twice served as the acting CAMA Secretary when the Secretary stepped down from the position.



North Regional Director Dawn Baker (Ohio)

Dawn Baker earned her Bachelor of Arts degree in Criminal Justice from Kent State University in 1994. Over the past 15 years, Dawn has worked in the field of Community Corrections at Oriana House, Inc. Oriana House is a private non-profit community corrections agency located throughout Summit, Cuyahoga, and Seneca Counties in Ohio. She is currently the Compliance/Accreditation Manager for the agency. She oversees approximately 12 accredited programs including Adult Community Residential Services (ACRS), Adult Day Reporting Program (ADRP), and the Electronic Monitoring Program (EM). In addition, she oversees audits conducted by the Ohio Department of Rehabilitation and Correction. She was certified as an ACA Auditor in 2005 and remains an active Auditor. Dawn is currently president of the Correctional Accreditation Association of Ohio (CAAO) and active member of the ACA Committee for Community Corrections. She is a member of ACA, CAMA, CAAO, and ICCA.



Northeastern Regional Director **Kurt Pfisterer (New York)**

Kurt is the ACA Accreditation Manager and Supervisor of Security Services for the New York State Office of Children and Family Services. Kurt oversees the accreditation process of 42 programs. He began his career with them in 1980 and has worked in a variety of positions including Case Management Supervisor, Security Supervisor, Security Threat Group Supervisor and Program Supervisor in the Mental Health Unit among other facilities within the state system. He is a graduate of State University College at Oswego with a BA in Public Justice. He is a member of the American Correctional Association (ACA), The North American Association of Wardens and Superintendents, and the New York State Corrections and Youth Services Association in addition to CAMA.



Mid-Atlantic Regional Director **Caleb Asbridge (Kentucky)**

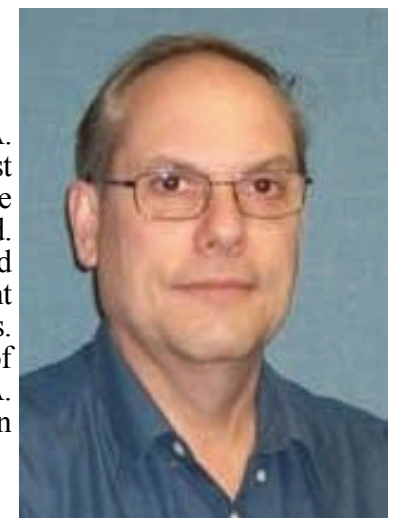
Caleb is the Assistant Director of Program Services for the Kentucky Department of Juvenile Justice. Immediately prior to this assignment, he was assigned to the Quality Assurance Branch as a Regional Accreditation Manager. He served as the Superintendent of the Warren Regional Juvenile Detention Center in Bowling Green, Kentucky from 2004 to 2007. Mr. Asbridge began his career working with juvenile sex offenders in a private residential setting. He has also worked in juvenile mental health and recreational therapy for juveniles and children. Following this, he supervised eight alternative schools throughout Kentucky. He began working for the Department of Juvenile Justice at the Warren Regional Juvenile Detention Center in 2001, when the center opened. He was selected as the Superintendent of the Year in 2005. In 2008, Mr. Asbridge received the Juvenile Justice Award from the Kentucky Council on Crime and Delinquency. Mr. Asbridge received his Bachelor's degree from Western Kentucky University in Government, Economics, and Philosophy. He also holds a Master's Degree from Western Kentucky University in Public Administration.



Mr. Asbridge has also served as an ACA auditor since 2005 and has worked with the National Institute of Corrections, The Moss Group, and OJJDP as a consultant, mainly providing technical assistance and training on the Prison Rape Elimination Act.

Southeastern Regional Director **Mike Wynn (Louisiana)**

Michael currently serves as the Southeastern Regional Director for CAMA. Outside of CAMA, Mike has been a State Probation and Parole Supervisor for just under 31 years with the Louisiana Department of Public Safety and Corrections. He has been involved in accreditation since 1992 when LA DPS&C became accredited. He served on the initial Accreditation Committee. He has been the only Probation and Parole Officer in the state of Louisiana certified (CCS), since 2002. He is a frequent author of articles for the Corrections Today, The Criterion and other related journals. He was former President of the national organization, Historical Association of Corrections (HAC). He received the Linda J. Allen Scholarship in 2006 from CAMA. He is currently President of the Louisiana Probation and Parole Officers' Association (LIPPOA) and Chairman of their 2010 State Conference.



IT'S BEEN A PRIVILEGE TO SERVE

By Byron Jasis

It has been a great privilege to serve on the Board of Directors for CAMA. I have had the opportunity to work with some amazing folks on the Board, and I am confident that CAMA is moving forward to meet the needs of an ever changing accreditation process.

It is through networking with CAMA and ACA that we accomplish our goals of excellence and continue to enhance Corrections nationwide. It is my hope that new Accreditation Managers will continue to have such an effective resource to guide them through their first accreditation audit and be there to help them for subsequent audits as their careers continue.

I would like to give a special thanks to Joe Rion who first encouraged me to become certified as a Certified Corrections Manager (CCM) and later a CAMA member. He was also there to encourage me to run for the Board of Directors and remains a good friend to date.

In closing, I hope CAMA will grow and prosper for many years to come. As my term comes to a close I assure you that I will not pass off into the night never to be seen or heard from again. Instead, I will remain an active supporter of CAMA and encourage others to do the same. Thank you all for giving me the opportunity to serve you!

9th Annual CAMA Welcome Book Contest!!

CAMA is pleased to announce the much anticipated Welcome Book Contest!

What is quickly growing in number of entries and enthusiasm is the Annual Welcome Book Contest. The Welcome Book, though not mandatory, is sometimes the first impression of the facility to the audit team and it assists the Chair in writing the report.

Welcome Books will be evaluated on the basis of the information's value to the audit team to conduct the audit. The winning entry will be announced at this year's CAMA Conference in Columbus, OH during the May 2 to 4 Conference. The winner will receive a CAMA membership for one year.

Books will be available for pick-up at the end of the conference. Any books not claimed by the close of the Conference will become the property of CAMA.

Books may be submitted at the time of registration (on-site only) or by mailing to: (Must be received by April 28, 2010)

Dawn Baker
Oriana House, Inc.
Compliance/Accreditation manager
P.O. Box 1501 Akron, Ohio 44309

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Please contact me with any suggestions or recommendations for the Criterion. If you have an article or information that you feel would benefit others, send it to me at lemonslc@fcso.us.



2010 CAMA Conference Registration Form

Please make checks payable to CAAP, and mail to:
CAAO, P.O. Box 1566, Columbus, OH 43216-1566
Payment may also be made by credit card at www.Accreditationohio.org

First Name: _____ Last Name: _____

Title: _____ Agency: _____

Registration Fees	Before 04/18/2010	After 04/18/2010
___ 3 Day Full Registration	\$125.00	\$150.00
___ Sunday Only	\$ 75.00	\$100.00
___ Monday Only	\$ 75.00	\$100.00
___ Family Member	\$100.00	\$125.00
___ Student (full time)	\$ 50.00	\$ 75.00

Note: Family member registration is for a family member who is not employed in corrections and is accompanying an attendee. Access is provided to all meals and social events. Student rate is available to full-time undergraduate and graduate students who are not employed in corrections.

Optional additional activities—Saturday, May 01, 2010

- ___ Golf Outing (9:00 a.m. to 4:00 p.m.) \$50.00
- ___ Fire Inspection Training (9:00 a.m. to 5:00 p.m.) \$30.00 (\$60.00 for non-conference attendees)
- ___ ACA Certification Exam (must be registered through ACA). No additional fee, time TBD

Note: Golf outing is open to conference registrees, family members of registrees, and vendors.

Total amount enclosed: _____ (Please indicate if payment made on-line)

Please indicate any special dietary requirement: _____

If you require airport transportation (no additional fee), please indicate your arrival information:

Date of arrival: _____

Time of arrival: _____

Airline: _____

Flight number: _____

CAMA 2010 GOLF SCRAMBLE



Where: Shamrock Golf Club, 4436 Powell Road, Powell Ohio 43065

<http://www.shamrockgc.com/golf/proto/shamrockgc/>

When: Saturday May 1, 2010 Shotgun Start at 10:00am

Cost: \$50.00 per person, \$200.00 per team

Transportation will be provided.

Come and enjoy a day of fun and networking with colleagues from around the country. Bring a team or you can sign up and will be placed on a team.

Prizes will be awarded and price includes a boxed lunch at turn.

Must be enrolled in conference to attend the outing.

Player 1 _____

Player 2 _____

Player 3 _____

Player 4 _____

If you wish to donate a prize, please do so!

Prize Donated: _____

Person/Vendor Donating: _____

Please contact Allan Seifert at 330-883-9690 for additional information or any questions. Email allan.seifert@neocap.org

You can mail your registration to Allan Seifert at:

411 Pine Ave. S.E.

Warren, Ohio

44483

Attn: Allan/CAMA

CAMA returns to Columbus, Ohio In 2010



CAMA Columbus: Discover Accreditation

**May 2 - 4, 2010
Columbus, Ohio**

A joint project of:

Correctional Accreditation Managers' Association (CAMA) and the Correctional Accreditation Association of Ohio (CAAO)

For further information check:
www.mycama.org



CAMA Welcomes Jack Hanna!

Jack Hanna, Director Emeritus of the Columbus Zoo, recently named the #1 zoo in America, will be the keynote speaker at the Monday CAMA Luncheon. Join Jack and his friends for a lively and informative presentation. Plan to guard your luncheon plate, because you never know who Jack is going to bring with him!

Coming Early?

ACA Panel Hearing will be held on Friday and Saturday, April 30 and May 1. In addition, ACA Certification exams will be held on Saturday, as will several pre-conference training events. These half- and full-day events will focus on key issues in accreditation and will enable attendees to be certified in critical areas. A nominal additional charge will apply for these events. And if that's not enough, a golf outing is planned for Saturday. Please check our web site for additional details as they become available.



Why come to CAMA?

Want some of the top training available on Correctional Accreditation?

Ever thought about putting your agency in a program of measurable objectives?

Want to know how Accreditation can help your facility succeed?

Come see us May 2-4, 2010 in Columbus, Ohio.

Got Some Free Time?

Columbus offers a variety of options for early visitors. Home to The Ohio State University, Columbus also offers baseball (Columbus Clippers), and a wealth of entertainment, dining and shopping options. Visit the Columbus Zoo, German Village, Short North, the Easton and Polaris Malls, brewpubs, or one of the many restaurants right outside the hotel. Form more information, go to: www.experiencecolumbus.com

**Preliminary Program Overview
Saturday, May 1: (pre-event)**

- ACA Panel Hearings
- ACA Certification Exam
- Pre-Conference Training Events

Sunday, May 2

- Opening Session and Concurrent Workshops
- Vendor Break
- Accreditation Awards Luncheon
- Workshops and evening Vendor Reception

Monday, May 3

- Workshops
- CAMA Awards Luncheon featuring **Jack Hannah**
- Workshops
- Evening Social event

Tuesday, May 4

- Buffet Breakfast
- Workshops and Membership Meeting

CAMA 2009

Where: The Doubletree Hotel, Columbus, OH

When: May 2-4, 2010

Nearest Airport: Columbus International Airport, Columbus, OH

Reservations are due by April 8, 2010 and may be made by calling 1-800-870-0349. Room rates are not guaranteed after that date.

You must mention the Correction Accreditation Managers' Association to receive the group rate of \$105.00 per night.

Conference registration fee is \$125.00, which include a one-year CAMA membership. If you are already a member, your membership will be extended one year. A special student rate is available this year for only \$50.00!

Conference registration includes all workshops, two luncheons, breaks and social events.

A registration form and ground transportation information will be available on our web site, www.mycama.org, as soon as they are available. Check often!